

Ten Years Of Hoffa

James Hoffa took office ten years ago, promising to Restore Teamster Power.

Instead, we've suffered a decade of decline.

How can working Teamsters get our union back on track?

It's been ten years since James P. Hoffa took the oath of office as Teamster General President. Instead of delivering the Teamster Power he promised, Hoffa has managed our union through a decade of decline.

Hoffa promised "Real 25 & Out Pensions." He delivered the biggest pension cuts in Teamster history. He gave the worst concessions to UPS in decades even though the company was making more than \$4 billion in annual profits.

Our union has been reduced to a shadow of its former self in the freight and carhaul industries. Employers are calling all the shots and dictating whatever concessions they choose.

It would be foolish to blame every problem our union faces on Hoffa. The economic crisis means tough times for all of labor.

But ask yourself this: what kind of leadership do these times demand and what kind of leadership do we have?

The Hoffa administration failed to win strong contracts, protect our pensions, or organize the nonunion competition when times were good.

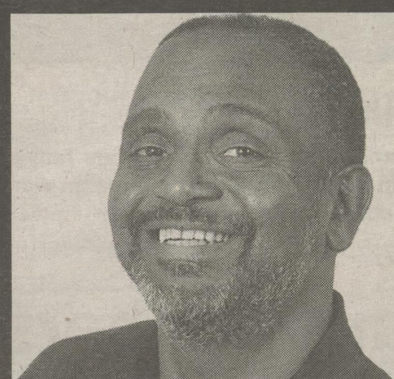
Do you think they have a plan to protect Teamster members and rebuild our union's power now?

Our union is on the wrong road. It's up to Teamster members to take the wheel and change the direction.

Teamsters for a Democratic Union is about uniting members to make that happen. And our movement is growing.

Freight Teamsters are getting involved because they're concerned about the future of unionized trucking. UPSers, carhaulers, bus drivers, waste workers, and every kind of Teamster that wants to return our union to the members are coming together.

TDU isn't growing because change is easy. We're growing because change is needed. If you agree, then get involved.



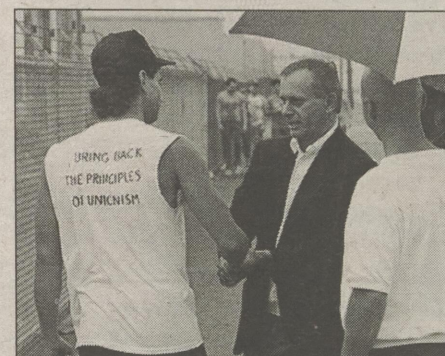
"In this tough economy, Corporate America is coming after unions harder than ever. I've lost all faith in Hoffa and his crew, but I still believe in this union. That's why I belong to Teamsters for a Democratic Union. "Concerned Teamsters turn to TDU to get real information, not spin—and to unite for positive change. Together, we can turn our union around. Join TDU today."

AL WILKINS, LOCAL 480, ROADWAY, NASHVILLE



Freight Teamsters Face Concessions, YRC Change of Ops

However they voted, many freight Teamsters are mad about concessions and concerned about the future, ABF's bid for givebacks and the YRC Change of Operations. **Pages 4-5**



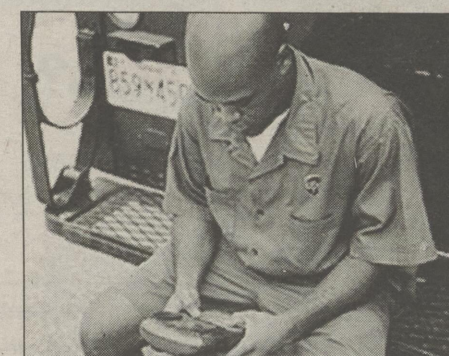
Remembering General President Ron Carey (1936-2008)

Teamsters remember Ron Carey, who was the first General President to be democratically elected by the members and who led the victorious 1997 UPS strike. **Pages 6-7**



Beverage Teamsters Don't Want Their Local Swallowed in Merger

Local 896 members are fighting to save their union from being swallowed by a local with a history of negotiating weaker contracts in the brewing and bottling industry. **Page 10**



New Rules at UPS Weaken Overtime Protections

Under a contract loophole, UPS and the International Union have written new rules that make it harder for package car drivers to file grievances against excessive overtime. **Page 3**

Find out more at www.TDU.org/WhoWeAre



Sit-down Protest Victorious

Workers from Republic Windows and Doors and hundreds of supporters rally in front of Bank of America. A six-day long sit-in and broad public campaign were key to workers winning their severance pay and benefits.

Letters from our Members

January: Time to Act on Bylaws

I want to remind members that January is the month to make proposals on amending local bylaws.

We've done this at various times over the years in our local. It's a great way to raise issues important to the membership. It can be anything from proposing a change of the time and day of the monthly meeting so more members can attend to changing the language to get elected—rather than appointed—stewards.

Every member has a right to a copy of their local bylaws and should review them to see what might be changed. Start planning for next year.

John Zuraw
Local 705, UPS
Chicago

Editor's Note: You can read an article about changing your bylaws at www.tdu.org/bylaws.

A Bailout for Central States?

Since the Teamsters put our union's weight behind Barack Obama, I believe our leaders, be it Hoffa or leaders from the Central States

Pension Fund, should meet with the president, explain the situation and ask for immediate help.

My wife and I are totally dependent upon my pension. I hope I didn't waste the best 30 years of my life missing Christmas programs, Little League ball games and such to make sure every package got delivered.

Dan Rausch
Local 795, UPS, retired
Casa Grande, Ariz.

Standing Up to UPS Freight

I'd like to thank TDU for breaking the news about UPS Freight trying to steal Christmas. I'm proud that we stood our ground and didn't let UPS weasel out of delivering our holiday pay.

I'd also like to let other concerned UPS Freight Teamsters know that they've got another place to go to stay informed and leave their two cents. I've started a website, UPGF United (www.upgfunit.net), where UPS Freight Teamsters can network and keep each other up to date.

G.W. Owensby
Local 41, UPS Freight
Topeka, Kan.

CONTACT TDU

We want to hear from you. Contact us at the addresses below for more information about TDU, or to send us articles or letters.

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Fax: (313) 842-0227.
E-mail: tdudetroit@tdu.org
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NY Office: 104 Montgomery St., Brooklyn, N.Y. 11225.
Phone: (718) 287-3283.
Fax: (718) 287-3287.
E-mail: tdueast@tdu.org

TEAMSTERS FOR A DEMOCRATIC UNION: WHO WE ARE, WHAT WE'VE WON, WHERE WE STAND

Teamsters for a Democratic Union is a grassroots organization of thousands of members across North America, working together to rebuild Teamster Power.

We're truck drivers, dock workers, warehouse workers, clericals—every kind of Teamster, and retirees and spouses, too.

We fight for good contracts and oppose concessions and benefit cuts.

We bring Teamsters together to enforce our rights and to hold union officials accountable to the members.

TDU is run by Teamsters for Teamsters. Our leadership body, the

International Steering Committee, is elected each year at our TDU Convention.

Not controlled by any official and answerable only to the rank and file, we are an independent voice for working Teamsters.

For more than 30 years, TDU has been uniting Teamsters to put our union to work for the members. Find out what we've won and where we stand.

If you believe in rebuilding Teamster Power by getting members informed and involved, then Teamsters for a Democratic Union may just be the group for you.

TDU TAKES ON THE MOB

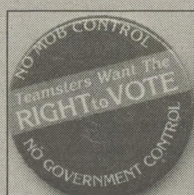


When TDU was founded in 1976, the Teamsters Union was controlled by organized crime.

Teamster officials organized goon squads to try to intimidate working Teamsters. They spread lies to try to discredit the Teamster reform movement.

It didn't work. TDU grew.

MAKING HISTORY



TDU members collected 100,000 petition signatures to demand the Right to Vote.

We opposed concessionary contracts and ran reform slates for union office.

In 1989, the federal government tried to put our entire union under government trusteeship. TDU launched a campaign: No Mob Control, No Government Control, Right to Vote—and we won.

RIGHT TO VOTE FOR TOP OFFICERS



TDU won the right for members to democratically elect our International Union officers—and the right to vote for

Teamster Convention delegates. But we didn't stop there.

TDU won majority rule on contracts to stop union officials from imposing contracts that had been rejected by a vote of the members. We won the right to vote on contract supplements—a right members have used to defeat pension cuts and other concessions.

A NEW DIRECTION FOR OUR UNION



TDU helped vote the old guard out of office in 1991 and started to put our union on the right track.

Under new leadership, our union reversed a 16-year decline in membership. Mobilized members won the 1997 UPS Strike—labor's biggest victory in decades.

FOR MORE INFORMATION, GO TO WWW.TDU.ORG/WHOWEARE

TDU International Steering Committee

Co-Chairs:

Dan Campbell, Milwaukee Local 200
Frank Halstead, Los Angeles Local 572
Michael Ruscigno, New York Local 802
Michael Savvoir, Kansas City Local 41

Organizer:

Ken Paff, Detroit

Trustees:

David Kremer, Minneapolis Local 320
Willie Hardy, Memphis Local 667
Joe Sexauer, Chicago Local 743

Members:

Gina Alvarez, Chicago Local 743
Chuck Deaver, Seattle Local 174
Matt Higdon, Georgia Local 728
Stefan Ostrach, Oregon Local 206
Liam Russertt, New York Local 804
Hugh Sawyer, BLET Div. 316
Alex Tenchavez, Los Angeles Local 396

Alternates:

Art Dorsch, Baltimore Local 355
Walter Taylor, New York Local 814
Donna McCuiston, Detroit Local 299

UPS Management Gets Its Way on 9.5 Language

New Rules Weaken Overtime Protection

Under a contract loophole, UPS and the International Union have agreed to new restrictions that will make it harder for package car drivers to file grievances against excessive overtime.

Our contract is supposed to protect package car drivers from unwanted excessive overtime. But in a memo dated Dec. 18, the International Union announced that it had negotiated new guidelines that will make it tougher for members to file excessive overtime grievances.

The new guidelines make it more difficult for members to get on an Opt-In list which gives them the right to file a 9.5 grievance—and some drivers on extended routes will not be allowed to get any relief from excessive overtime.

Article 37 of the contract gives eligible drivers the right to file grievances if the company forces them to work more than 9.5 hours a day on any three days in a work week.

In the last contract, UPS agreed to raise the penalty for 9.5 violations to triple time pay. In exchange, the company insisted that the contract require drivers to sign an Opt-In or Opt-Out list. Only drivers who sign the Opt-In list would be able to file 9.5 grievances.

The company's goal was to limit the number of drivers who could enforce their protections against excessive overtime. But it didn't work. Most drivers who were given the choice signed the Opt-In list and protected their right to file grievances.

In many areas, UPS never bothered to post the Opt-In lists. That made all drivers eligible to file 9.5 grievances.

Restrictive Guidelines

Under the new guidelines agreed to by our union, no driver will be eligible to file a 9.5 grievance until they have signed an Opt-In list. A driver can only add their name to the Opt-In list after they have worked three days over 9.5 hours in a workweek. Then they can go to the Center Manager's office and request to be added to the Opt-In list. The list will not be posted. It will be kept in the Center Manager's office.

Once a driver signs the Opt-In list, they must stay on the list for five months. After that the driver will be removed from the list. The driver will have to work more than 9.5 hours on three days in a work week again before they can sign an Opt-In list gain.

Until now, drivers in the Central Region have used Article 12 of the Central

Region Supplement, which makes no mention of Opt-In / Opt-Out lists. As we go to press, there is no definitive word on whether members will continue to be able to file under the supplement without qualifying under the new 9.5 guidelines.

The new guidelines also contain a loophole that allows the company to keep drivers on extended routes from grieving excessive overtime. Under the rule, drivers on extended routes are entitled to relief from excessive overtime "provided the company can reasonably dispatch work to other drivers."

UPS has been insisting that drivers on high mileage routes cannot file 9.5 grievances. You can bet they will use this vague language to their advantage.

Mid-Contract Change

Many members are asking how the 9.5 rules could be changed in the middle of the contract.

A loophole inserted in the new contract created a 9.5 Committee and gave it the power to "adopt guidelines" over the implementation of the 9.5 language. (See Article 37, Section 1(c).) The new guidelines were agreed to by our Union Representatives on the 9.5 Committee.

"When the rank and file voted to approve this contract, the membership gave union leaders (who do not have to work under this language) and the company the right to 'adopt guidelines' concerning 9.5, without insisting on the right to vote on any new changes," said

A Wake-Up Call

Brothers and sisters it is time to wake up. When the rank and file voted to approve this contract, the membership gave union leaders (who do not have to work under this language) and the company the right to "adopt guidelines" concerning 9.5, without insisting on the right to vote on any new changes.

The devil's in the details in these contracts and as the rank and file we have got to pay more attention to these details.

Nichele Fulmore, Shop Steward, Local 391, North Carolina



Nichele Fulmore, a shop steward in North Carolina Local 391.

"The devil's in the details in these contracts and as the rank and file we have got to pay more attention to these details," Fulmore said.

Enforcing Our Rights

In practice, many drivers do not file 9.5 grievances. Some want all the overtime they can get. But others fear they will lose all their overtime or face production harassment if they file a grievance.

Interviews with drivers and stewards across the country show that results vary widely. In some areas, members consistently win 9.5 grievances and have gotten

overtime relief as a result. In others, very few grievances are ever filed.

Local 278 Vice President Jerry Gibson says the key is talking the issue up among drivers and relentlessly grieving violations so management cannot single out members who enforce the contract.

"Virtually all the package car drivers in Local 278 signed the Opt-In lists. We file hundreds of 9.5 grievances. Now they're changing the rules to try to make it harder for people to fight excessive overtime, but it's not going to stop us from enforcing our rights," said Gibson.

"The real solution is for UPS to create more driving jobs. Until that happens, we're going to keep filing grievances and make the company pay the triple time penalty for 9.5 violations."

The new guidelines are available at www.tdu.org/view/ups.

Contact TDU for a copy of the new guidelines or if you want help with excessive overtime violations.

DFW Night Sort to Close; More Full-Time Jobs Threatened

UPS will shut down the night sort operations at Dallas Fort Worth (DFW) in February—a move that could eliminate 70 or more full-time Article 22.3 jobs. The midnight sort at the Columbia, S.C., air hub will be shut down around the same time. UPS previously eliminated more than 30 Article 22.3 jobs in Seattle at Boeing Field.

The contract requires UPS to maintain a minimum of 20,000 Article 22.3 full-time jobs nationwide at all times. The company is thousands of jobs short of the required number because positions were never created or have been allowed to go vacant.

No Article 22.3 Teamsters should be laid off unless the company is meeting its obligation to maintain 20,000 full-time combo jobs.

Members have filed grievances demanding that UPS create all 20,000 jobs and pay full backpay to Teamsters who have been laid off or unfairly denied the opportunity to go full-time because of the company's nationwide violations of Article 22.3.

The next National Grievance panel will be held Feb. 2-5 in Ft. Lauderdale.



Freight Teamsters:

Concerned About the Future? Then Do Something About It

However they voted on the YRC concession bail-out, many Freight Teamsters are mad about our situation and concerned about the future.

If you're one of them, you face a choice: complain in the break room or do something about it.

Our union's power is on the decline in the freight industry. Our problems pre-date the Hoffa administration to be sure. But the current leadership, which came into office promising to Restore Teamster Power, has utterly failed to meet the challenge.

What has Hoffa delivered Freight Teamsters? CF. USF Redstar. UPS pull-out from Central States. A concessionary freight agreement, followed by more concessions. Glen Moore hiring drivers while YRC is laying off. ABF management is waiting for the right time to make its move for concessions.

Thankfully, our union organized UPS Freight. But then Hoffa fumbled the ball and gave the world's most profitable transportation company a substandard contract that undercut the NMFA, and no Teamster pensions.

With the Change of Operations coming soon and ABF likely to be angling for concessions, things may get worse before they get better. But if we want to start to turn things around in 2009, then we need to do something about it.

Thousands of Freight Teamsters have contacted TDU during the concessions crisis. Some voted Yes and some voted No. Nearly all agreed that we need seri-

ous change in our union—a new focus on organizing the nonunion competition and a leadership that has a plan for rebuilding power for working Teamsters.

We're going to be working together in the year to come.

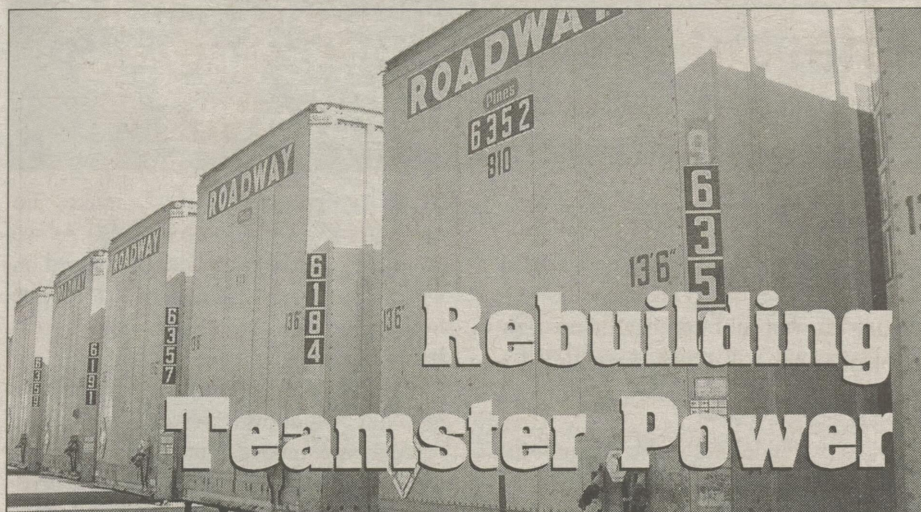
Will you be a part of it? Here's how you can help:

► **Join TDU.** TDU provides Freight Teamsters with information you don't get anywhere else and we unite members to work together for positive change in our union.

► **Keep Members Informed.** Do you want to start getting *Convoy Dispatch* and other freight materials to distribute to your co-workers? Contact TDU today to get a bundle of *Convoy*.

► **Meet Concerned Freight Teamsters.** The TDU Freight Committee is holding meetings across the country to bring together freight Teamsters to talk about what we can do to start to turn our union and our industry around. Interested? Contact TDU for what's happening in your area.

Rebuilding Teamster Power in freight won't be easy. One thing is for sure, it will never happen if working Teamsters don't speak up and work together for change.



Beyond the Concession Vote

YRCW Teamsters have spoken and the 10 percent wage cut is now a fact. Its impact will be felt in ways beyond the loss of income for 40,000 Teamsters.

ABF is waiting in the wings. Management is bombarding ABF Teamsters with the need for a "level playing field" with YRC. They don't want the same deal as YRC, but they do want comparable concessions. And they continue to make noise that they want out of the Teamster pension funds, which should be completely off the table from consideration.

Some groups of YRC Teamsters rejected the concessions. Several one-terminal contracts covering small groups of mechanics or office Teamsters voted No. Because they are separate white paper contracts, YRC should not be able to impose the concessions on those groups unless the union revotes those contracts (vote till you get it right).

Special thanks to those rank-and-file Teamsters from Philadelphia Local 107 and Baltimore Local 355 who served as independent rank-and-file observers at the January 6-8 vote count, pursuant to a lawsuit won by members of Teamsters for a Democratic Union.

YRC's Mega Change of Operation



In late January a hearing in Dallas will determine the fate of thousands of Yellow Roadway Teamsters. That's where all the issues of seniority, bidding and transfer rights will be settled in the largest merger in trucking history.

Some 929 Teamsters will lose their jobs, due to combining the two carriers. A few thousand are already on lay off.

Over half of the utility employee positions will be eliminated. Will those who bid into a terminal for a UE job have retreat rights to bid out of their previous position?

In many locals, one company terminal is being closed in the consolidation. Will

the two lists be dovetailed before the overall pool bid?

These questions and a lot more are on the minds of thousands of Teamsters. The change of operations committee is going to give YRC the flexibility they want.

In return, Teamsters deserve a fair hearing that protects the rights of every employee.

Local unions should be vocal in defending the special circumstances affecting their members.

The union has scheduled the hearing for three days; if more time is needed, it will be time well spent.

Get More @
TDU.org

- Download the full change of ops
- See local-by-local vote results
- Sign up for email updates
- Get involved

www.tdu.org/view/freight

Freight Teamsters Coming Together to Make a Difference

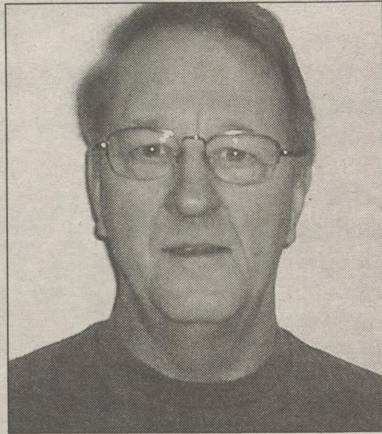
We Need a Union Plan That's Different Than Management's

We look at the Yellow Roadway merger and we wonder what's next for Holland. Yellow buying Roadway and Holland has done nothing but make a mess of things for working Teamsters. There's a lot of anger and frustration.

That ten percent cut better mean more than lining the pockets of upper management. We're all for the companies surviving but we need a union plan that's different from management's.

Real payback could start with winning our grievances at the panels and enforcing the contract for the membership, not always for the companies.

Jon Lustig, USF Holland
Local 364, South Bend, Ind.



Observing the Vote Count

I would like to thank TDU for asking me to serve as an observer at the wage concession ballot count. When you attend one of these events, you can clearly see why it is imperative that Teamster members beyond IBT insiders bear witness to the process, be it an election, contract ratification, or concession vote.

Despite the results, it was an honor to sacrifice our time and money to represent the rank and file. I speak not only for myself, but for my fellow observers as well (Ed Brogan, Jim Price and Mike Ward from Local 107, Philadelphia and David Russell from Local 355, Baltimore).

This union is in free fall and only volunteerism will help buffet us from what seems to be an inevitable crash. I encourage all my brothers and sisters to get involved and not blindly follow.

Ed Taylor, USF Holland
Local 107, Philadelphia



Get Involved. Make a Difference

Can you help us move our union in a new direction? Here's how you can help:

- **Join TDU.** Fill out the form on the back page or call (313) 842-2600 and speak to a TDU organizer.
- **Keep members informed.** Contact TDU to get a bundle of Convoy and other freight materials.
- **Meet concerned freight Teamsters.** TDU is setting up meetings across the country. Contact us for what's happening in your area.

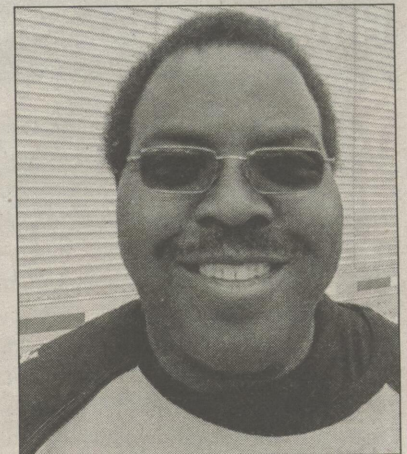
Hold ABF to High Standards

ABF was making noise about getting in on the 10 percent wage cut. They didn't push it but I'm sure they're looking for ways to get what Yellow got.

They need to open their books and show us they're losing lots of money if they want any changes. We know ABF's in pretty good shape and hard working Teamsters are a big part of that success.

Let's hold the company to the high standards they expect from us.

Marion Gresham, ABF
Local 728, Atlanta

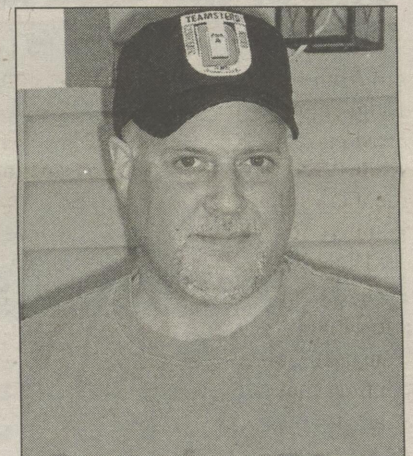


Uprooted Again—Let's Get Our Union Back On Track

A lot of guys left here in Winston-Salem have all transferred here through previous changes. Once again, we find ourselves having to possibly uproot our lives and families to "follow the freight" for some type of job security.

The mood is somber, and morale is low, as each of us weighs our options, and looks to an uncertain future. But we are not giving up on our union or fellow members. We need a strong union now more than ever. I'm working with other members here to organize a TDU meeting and get our union back on track.

Gary D. Carota, Roadway
Local 391, Winston-Salem, N.C.



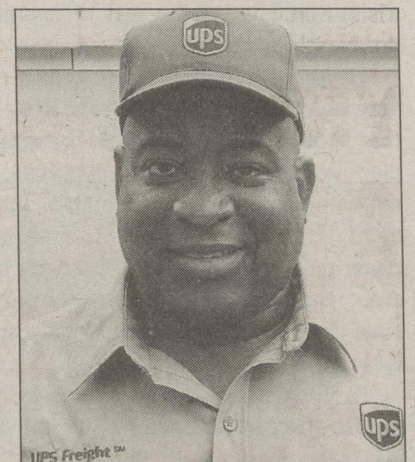
I'm Proud to Be a Teamster

I'm proud to be a Teamster, and proud of all the Teamsters at UPS Freight who made it happen.

Before this year, management was judge, jury, and executioner. Now that's changed. When UPS Freight tried to take away our holiday pay for Christmas, we took action through our union and got our pay. There's nothing like working under a union contract and getting everything in writing.

It's important that we have an organization like Teamsters for a Democratic Union, to make sure things are done fairly in our union, and to give members a voice when we need to speak up. That's why I joined TDU.

Darrold Heyward, UPS Freight
Local 509, Charleston, S.C.



Ron Carey, 1936-2008

Ron Carey, former UPS driver and Teamster president, who set the standard for union leaders for courage and honesty and transformed the leadership of our union, died Dec. 11 at age 72.

Carey toppled mob rule in the Teamsters, became the International Union's first democratically elected General President and used his influence to change the leadership and direction of the AFL-CIO. In 1997, he led a 15-day strike against United Parcel Service—winning the labor movement's biggest victory in a generation.

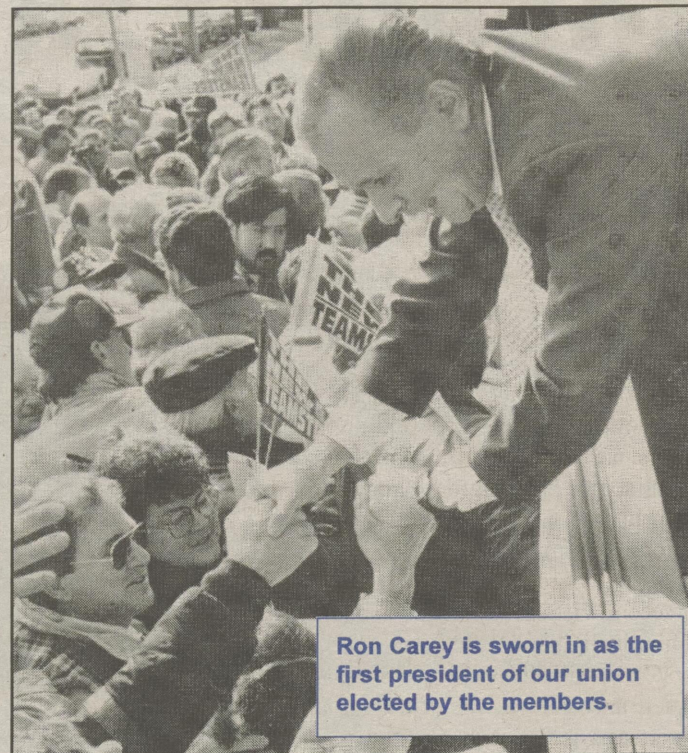
Carey first challenged corruption and mob rule in the Teamsters when he was elected president of New York Local 804 in 1967. For over two decades, Carey ran a local renowned for leading strikes and winning record pension improvements—when our union was dominated by organized crime.

Carey took office as the first elected Teamster General President in 1992, never forgetting his roots

as a second-generation UPSer from Queens. He sold the union's jets and limos, cut salaries (including his own), and removed leaders of corrupt locals. He shifted the union's resources to win gains for working people, most notably the 1997 UPS Strike.

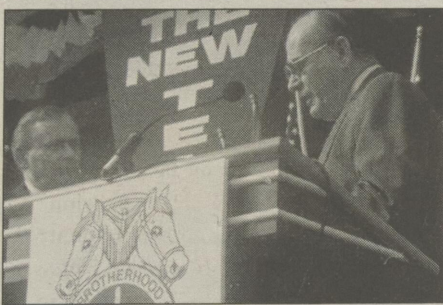
Carey resigned in November 1997 to fight allegations that he was involved in an improper scheme to finance his reelection campaign. Carey was vindicated of this charge in federal court in 2001 which found that Carey had no knowledge of or role in the scheme, but he remained banned from the Teamsters Union.

Convoy is sharing stories and remembrances from Teamsters who knew and worked with Ron Carey.



Ron Carey is sworn in as the first president of our union elected by the members.

One of the Greatest Labor Leaders



**Pat Pagnanella
Former Secretary-Treasurer
Local 804, New York**

Union workers have lost one of the greatest leaders in the labor movement. It was an honor and a pleasure to work alongside Ron Carey as his Secretary-Treasurer and as a very close friend for many years.

Ron was a very honorable man who accomplished many improvement as well as the best contracts during his administration for union members.

Ron will truly be missed by myself as well as many other people. I extend my thoughts and prayers to his family.

A Threat to Corporate America, Old Guard

May God Bless Ron Carey and his family at this tragic time of his passing.

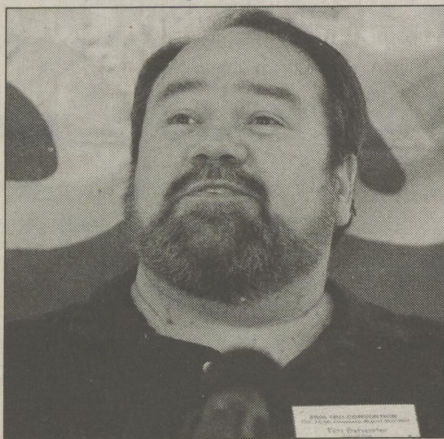
He was taken too early, not just with his death, but he was taken from us ten years ago by a system that didn't allow anyone as good as he was to remain in power in our union.

He knew that it was time to change the way unions operated, to create strategies that could beat corporate greed by empowering rank-and-file members and including families in the labor movement. He was a threat to Corporate America and to old guard Teamster officials who feared him because he threatened their bottom line and made them look impotent in comparison.

To those of us who knew him he was Ron or Ronnie. To some in the union he was "the General President" or "Mr. Carey." How jarring that was the first time I heard it, because here in Local 804 he was one of us.

We are all better for having known him.

God had certainly blessed the mem-



**Tim Sylvester
Shop Steward
Local 804, New York**

bers of Local 804 for all the years that our friend and leader spent with us.

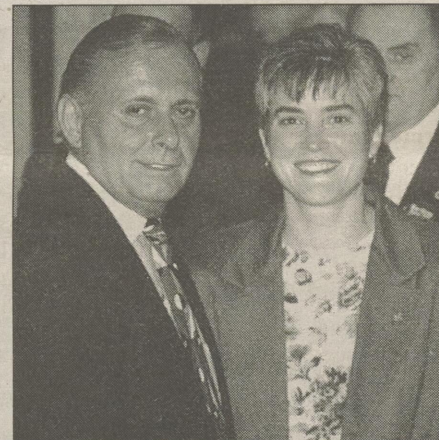
I miss him already and I am not ashamed to say I loved him. He was my friend.

Carey Showed Us How to Unite and Win

When I became a Teamster in 1978, our union was on the defensive. A terrible economy, deregulation and anti-union politicians had the entire labor movement on its heels.

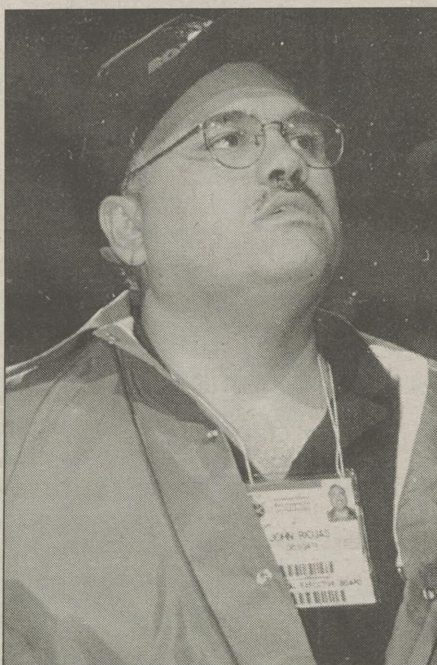
What a breath of fresh air Ron Carey was and what an inspiration he was in those days—winning strikes at UPS as the president of Local 804 and negotiating the best pensions in the country.

When Ron became our General President, he showed our entire International Union how we could unite and beat corporate greed. It was an honor to work for him. As we face tough times again as a labor movement, Ron's memory is an inspiration reminding us what working people can do when we stick together.



**Sandy Pope, President
Local 805, New York**

A Visionary Who Got Members Involved



I first met Ron Carey in October 1990. Like many, I had read about him, and that was what piqued my interest to attend that meeting. I remember him meeting everyone at the door, shaking everyone's hand, and introducing himself. It was that night, after I heard him speak, that I decided to get involved, and run for delegate. Ron had a way of making you want to get involved, a rare breed that comes around once in a lifetime.

I was honored to serve in his administration. He was a visionary, who lived to make the lives of working men and women better. He will never be forgotten. God bless him and his family.

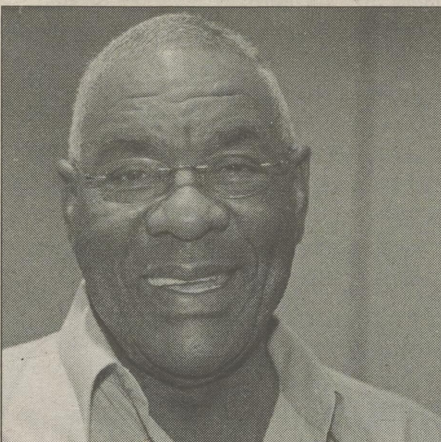
**John Riojas, Local 657
Former International VP
San Antonio, Texas**



The passing of former Teamster president Ron Carey has left me with mixed emotions. Sadness, of course, that the charismatic leader who headed the greatest revolution in Teamster history has left us. But also frustration at how it ended. It has been over a decade since that awful day when we learned that the machinations of some Washington operatives involved in Ron Carey's 1996 campaign had embroiled him in an illegal contribution scheme that resulted in the overturn of our second victorious election and rendered him ineligible for the rerun.

Ron Carey will always be remembered by myself and hundreds of thousands of Teamsters as a great leader who inspired us and helped change our union forever. I was proud to serve with him and to be his friend. My condolences go to his family; please know that Ron was revered and even loved by many of us and he will never be forgotten.

**Diana Kilmury, Local 155
Former International VP
Vancouver, B.C.**



I would like for the world to know about a true labor leader and a true friend of mine, brother Ron Carey.

I worked with Ron in the Government Affairs Dept of the IBT. I was the second African American to work in that department. He treated me as a man and with respect. If any of us had a problem, we could go see him and he would take care of it.

I was very sad and sorry to hear of his passing. My heart and blessing go out to his family.

The labor movement has lost a great leader. Thank you Ron for understanding the rank and file. When you spoke to us, it showed that you understood what we went through every day on the job.

You will be missed.

**Willie Hardy, Local 667, Retired
Memphis**

Ken Paff Remembers Ron Carey

I first met Ron Carey in the early 1980s. We always met at a diner in Queens, New York, where he would order his signature tuna sandwich. We discussed how reform of the Teamsters could be possible, and we were checking each other out, too.

By 1984, Ron was ready to start to make some national connections, and he traveled to a few cities to talk about the upcoming UPS contract. In Cleveland, we set up a meeting chaired by Local 407 president Sam Theodus. Then General President Jackie Presser met with Carey and tried to intimidate him out of attending a meeting on Jackie's home turf. Carey turned his back on the mobbed up General President—and walked out the door.

In 1986-89, TDU organized a campaign on several fronts to win the "Right to Vote:" to directly elect the top Teamster officers. We built support, and pressed ahead steadily, picking up surprising support in the media, in the President's Commission on Organized Crime, and of course wide support from the members. Ron told me he was skeptical, but hopeful.

On March 14, 1989, TDU's plan for the Right to Vote was a key element in the consent order that the International Union officials signed with the Justice Department. We won the Right to Vote.

Running for General President

My next trip to Queens was one month later. I nervously sat down to meet with Ron, where I planned to ask him to run for Teamster president. It turned out that he was thinking the same thing, and was asking about getting support from TDU.

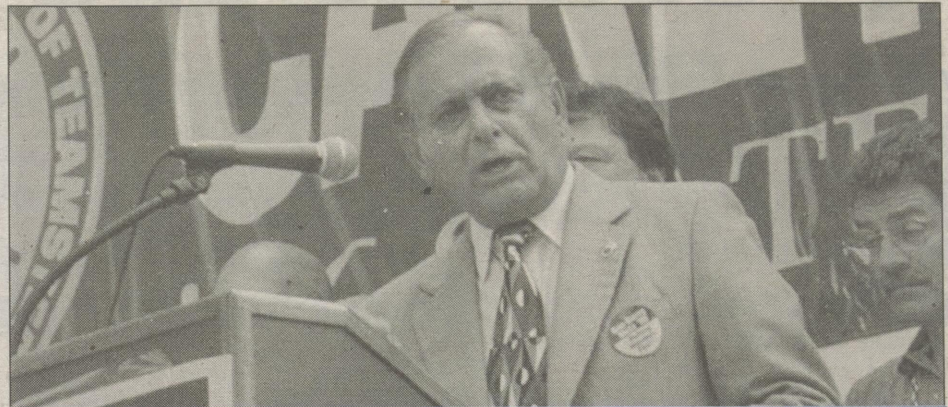
It was an eventful meeting indeed. Ron Carey had the courage and audacity to take the lead in the battle to reform the Teamsters Union.

That summer the background was laid for what became the most historic campaign for union office in US history. Ron met with the TDU Steering Committee to answer questions and talk about a platform and slate. In September 1989, Ron announced his candidacy at a big meeting at his own Local 804, then addressed the TDU Convention in Pittsburgh, where TDU endorsed him. The campaign was launched.

Ron was a leader in the best sense: he brought out the best in those around him and the members. On the campaign trail, he had an immediate rapport with members, his humanity and integrity always came through.

Thousands of Teamsters got active, many for the first time, in the campaign. It grew around TDU, but became much larger than TDU. Ron traveled the country and campaigned tirelessly.

In December 1991, Ron Carey was elected by a wide margin, along with a progressive slate of vice presidents.



For more remembrances of Ron Carey and a full article on his life and work to transform our union, please visit www.tdu.org/roncarey.

Opening Up Our Union To the Members

My relationship to Ron continued and deepened, though now our meetings were usually not in Queens but in Washington or in the field somewhere. In nine years, Ron addressed eight TDU Conventions.

TDU remained a key part of the "Carey coalition," though in different ways at different periods. Early on, Ron told me he wasn't sure TDU was needed anymore. He was hopeful that most Teamster officials would accept his election, and work with him. He quickly found that was not to be: powerful Teamsters officials worked harder to undermine Carey than to represent the members.

TDU played a support role, and also provided pressure from below. TDU members were taking on officials who resisted progressive change. Sometimes winning, sometimes not, but making progress. We coordinated with Ron, but charted our own course.

Ron maintained his integrity, and expanded his vision, throughout his six years in office. He went on to attack corruption in the union, eliminate most of the wasteful perks, start the first real Teamster organizing program, and take a whole new approach to bargaining.

Above all, Ron opened up the union to the members. Instead of fearing or avoiding members like his predecessors, Ron sought them out, and didn't mind if they disagreed with him. Membership participation grew.

Changing the Labor Movement

Ron Carey helped change the labor movement. The AFL-CIO had its first-ever contested election in 1995, thanks in large part to Ron Carey, who cast the Teamsters' 1.4 million votes for challenger John Sweeney.

Carey changed the labor movement even more with the 1997 UPS strike victory, labor's greatest victory of the decade. It was a strike that we laid the basis for over many years, building a network of TDU activists at UPS. But it took Carey's leadership to make it happen.

For a year, Carey put 20 activists on the union staff to work the UPS hubs and centers across the country in a year-long

contract campaign: building unity, solidarity, getting input, getting members involved.

UPS management took on the union, encouraged behind the scenes by old guard officials who had scabbed on Carey's one day safety strike at UPS in 1994. But Ron Carey was ready for the fight.

Encouraged by Ron, members took over the strike. They spoke to the media. They went to all their customers, leaflets in hand, to explain the strike. They built labor and community support. The issue of "Part Time America Won't Work" struck a chord with the American people.

The strike won, pure and simple. New full time jobs, created from the low-wage part time jobs. No company take over of the pension plan, but instead pension improvements and new early-retirement options. The labor movement took a leap.

Within days of that August 1997 victory, Ron was under attack, and by November, Ron gave his last public speech, at the TDU convention in Cleveland. His speech was as exciting and visionary as always. But powerful forces, inside and outside the union, brought him down.

Carey's own campaign manager, Jere Nash, had leveraged legitimate union political expenditures to get contributions to Carey's reelection campaign. Then Nash inflated his own fees from the campaign. Carey's enemies used this sorry episode to bring down labor's best leader.

Missing Ron and Honoring His Legacy

For the past ten years I've missed Ron dearly. He kept in touch with us and stayed in tune with rank-and-file movements to rebuild our union's power—both at the International Union and in Local 804, his home local. Teamsters everywhere missed his voice, presence and leadership but honored his legacy by continuing his cause.

Ron Carey's contributions to the Teamsters and the US labor movement tower over those of his contemporaries. He's a modern day labor hero, and he was a good friend.

Ken Paff is the National Organizer of Teamsters for a Democratic Union.

Questions and Answers about The New Pension Relief Law

In December, Congress passed a new law to help multi-employer pension plans ride out the financial crisis.

Most Teamster pension plans were hit hard by the meltdown on Wall Street. Teamster leaders and members demanded relief.

The Worker, Retiree, and Employer Recovery Act of 2008 loosens some of the strictest requirements of the Pension Protection Act and may prevent new cuts. But it gives no relief for Teamster members who are already dealing with cuts.

What's changed, and what's stayed the same? Teamsters for a Democratic Union consulted with pension experts to answer these questions.

Q: What does the new law, passed last month, do?

The goal of the new law is to provide temporary relief to pension funds that are struggling to meet the funding requirements of the Pension Protection Act (PPA).

When the PPA went into effect on Jan. 1, 2008, many pension experts warned that its requirements were too strict—and that was before the meltdown on Wall Street.

The new law amends the PPA to loosen two restrictions:

- ▶ Funds can "freeze" their funding status from the previous year.
- ▶ Funds can extend their funding

improvement plan by three years.

Under the PPA, pension funds must certify their funding level in three categories.

A fund is in the Green Zone if it is funded above 80 percent.

A fund is in the Yellow Zone, or endangered status, if it is less than 80 percent funded.

The Red Zone, or critical status, means that the fund is seriously underfunded and also has a short-term credit balance deficiency (a technical calculation that indicates a more short-term problem than the funding level). Being under 65 percent funded will not automatically place a fund in the Red Zone.

The new changes mean that a fund that was in the Green Zone last year can stay in the Green Zone even if its funding level has dropped below 80 percent.

Q: What does a fund have to do if it's in the Yellow or the Red Zone?

If a plan is in the Yellow or Red Zone, the plan trustees must approve a funding improvement plan to get the funding level up to 80 percent.

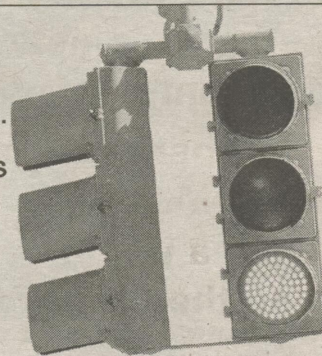
An improvement plan can include increasing employer contributions and decreasing future pension accruals.

Under the PPA, funds had ten to 15 years to get above 80 percent. The new law gives these funds three extra years to get to 80 percent.

▶ Congress has amended the Pension Protection Act to help multi-employer pension funds ride out the financial crisis.

▶ Funds can "freeze" their funding status for one year even if they suffered big losses in 2008.

▶ Funds in the Yellow and Red Zones can extend their funding improvement plans by three more years.



Q: Will the new law mean an end to some of the cuts that were made?

No. The purpose of this change is to give funds an extra year to make up their losses from 2008—not to end pension cuts that are already in place.

In 2008, some funds, like the Local 355 pension fund, cut benefits in order to stay in the Green Zone. These funds can stay in the Green Zone for an additional year—and the trustees of these funds can vote to eliminate the pension cuts at any time.

Q: When will I know if my fund is making any changes this year?

Funds have until 120 days after the start of their plan year to announce their funding status. Most plans start their plan year on Jan. 1.

We expect most funds to keep their funding status from last year.

Q: How can I find out more about how my fund is doing?

Each year, your pension fund must release a Form 5500 document that shows its assets, liabilities, and funding level. You have the right to request this document from your pension fund.

TDU members lobbied for and won

access to new information from our funds under the PPA, including actuarial reports, financial reports from investment managers and fiduciaries, and certain other information.

The PPA gives members access to this information to encourage members and retirees to watchdog our funds. TDU members have already obtained this information for many Teamster funds. Contact TDU to help gain access to the information from your fund.

Q: Are more changes needed?

The freeze in funding status in the new law only applies for one year. Funds will need additional protection if the recovery is as slow as many economists predict.

Congress spent \$700 billion to bail out Wall Street. None of that money went to help protect the pension funds that provide benefits for millions of workers and their families. Teamster members still need change to restore the cuts made after 9/11.

Change is most likely to come when Teamsters members are organized and speak out. You can help by joining TDU and getting involved in our work to protect our pensions. Call or email TDU to find out how you can help.



Pension Workshops Available from TDU

Do members in your local want to know more about their pension? TDU can help you set up a workshop on a variety of topics, including the future of Central States, understanding your pension rights, and dealing with cuts.

Contact TDU and we'll connect you with an organizer who can help set up a meeting in your area: (313) 842-2600.

Central States Fund Down \$9.8 Billion

The Central States Pension Fund lost \$9.8 billion in assets during the first 11 months of 2008, according to an internal fund report from CSPF Director Thomas Nyhan.

As of Nov. 30, 2008, the fund's assets were \$17 billion. That is \$4 billion down from the Sept. 30, 2008 figure, and \$9.8 billion lower than at the start of 2008.

Nyhan notes that the fund has lost 32 percent on its investment portfolio during 2008. Most pension funds, along with 401(k)s and other accounts that hold stocks and bonds, have lost similar percentages.

In the winter edition of the fund's *Teamwork* newsletter, Nyhan indicates that participants should "keep a long term perspective" and that history teaches us that the "financial markets will recover and investment values will return."

Central States is much more dependent on investment returns than on a steady stream of employer contributions. That's because last December, the IBT leadership allowed UPS to exit the Central States Plan, and UPS Freight was organized but not brought into Teamster pension plans.

These two disastrous moves by the Hoffa administration have weakened the Central States Fund.

How the Employee Free Choice Act Would Help Our Union Organize

Workers who try to join our union get threatened and sometimes even fired by employers who want to stay union-free.

A proposed law called the Employee Free Choice Act would make it easier for workers to join a union—and make employers pay when they break the law.

The Employee Free Choice Act would give workers the right to join a union after a majority of them sign cards saying they want representation. Employers who retaliate against pro-union workers and delay bargaining a first contract would face harsher penalties.

The proposed law has the support of Barack Obama and a majority of new Senators and Congressmen.

What the Law Will Do

Right now, workers who want to organize a union have to go through a lengthy election procedure where employers are free to spread lies about unions, intimidate pro-union workers, and delay the process.

A study by Cornell University researcher Kate Bronfenbrenner found that when workers try to organize, 25 percent of employers fire at least one pro-union worker and 51 percent of employers threaten to close down the worksite.

Even after workers vote to join a union, many employers try to keep workers from gaining a first contract by bargaining to impasse—32 percent of new bargaining units fail to get a first contract

within a year of voting for the union.

The new law would strengthen protections for workers trying to organize. Here's how:

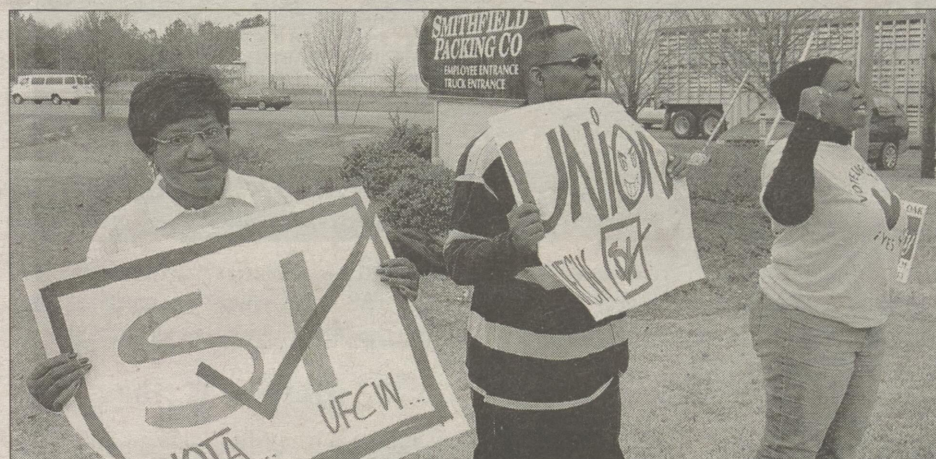
- Workers fired for organizing will get triple back pay, and employers could have to pay up to \$20,000 per incident when they break the law.
- The boss must recognize the union after a majority of workers sign cards.
- If the company tries to prevent workers from getting a first contract, the union can send the contract to an impartial arbitrator after one year.

Reversing Union Decline

U.S. unions have been shrinking. In 1980, 23 percent of workers were in unions. Now that number is down to just 12.1 percent.

The Teamsters Union is in a strong position to grow. Our core industries of trucking and warehousing can't be sent overseas.

Our union has already used card-check neutrality agreements—deals similar to the proposed new law—to bring new members into our union at UPS



In December, workers at the Smithfield meat processing plant in North Carolina successfully voted to unionize after a 16-year long campaign where management fired and harassed union supporters. If passed, the Employee Free Choice Act would impose harsher fines on employers who fire pro-union workers.

Freight, First Student school bus drivers, and waste haulers in Minneapolis. This past year 40,000 new workers joined the Teamsters.

But those companies are the exception, not the rule. "I've seen bosses use every dirty trick to try to keep the Teamsters out," said Enrique Martinez, a union representative with Local 805 in New York, who has participated in several organizing drives.

"They tell workers the shop is going to close down. And they fire the most pro-union workers to scare the rest."

The new law could make it easier for the Teamsters Union to target the nonunion competition in our core industries—companies like FedEx Freight and Con-way. We need a union plan to make that happen.

"We need to make employers pay when they break the law," Martinez said.

"But even with the new law, organizing won't be easy. You have to train new members about how the union works and why they've got to participate. When members are educated and united, they can fight for contracts that match our Teamster standards."

One Million Strong

Corporate America has already launched a campaign to stop the new law.

Unions and community groups have launched a national campaign to send one million signatures to the new Congress and President in support of the Employee Free Choice Act.

Our union has joined the effort. You can too. Go to www.freechoiceact.org to sign the petition and find out how you can support the new law and help our union rebuild Teamster Power.

Ask the Teamster Troublemaker: Driving in Winter Weather

Dear Teamster Troublemaker: Winter's here. Dispatch has the idea that there is no such thing as road conditions too bad to drive. Am I on thin ice if I refuse to drive in dangerous conditions?

—Slipping and Sliding

Dear Slip and Slide,

We've already had some major snow in much of the country and many drivers are already asking that question.

I don't need to tell you that sometimes your boss's definition of safe driving conditions may be different than yours. We all know that the driver is the best judge of how safe the roads are.

Luckily, there's a law that protects drivers in unsafe weather: the Surface Transportation Assistance Act (STAA). The STAA makes it illegal for your boss to discipline or fire you for refusing to drive a commercial vehicle in dangerous weather—including snow, sleet, and

freezing rain. It provides for reinstatement with back pay and legal fees for a driver who is wrongly suspended or fired.

However, this law—like most laws—has limitations, and is subject to interpretations and legal precedents.

From these precedent cases, here are some guidelines about when a driver can refuse to drive due to adverse weather conditions:

- A driver may refuse to start work if the weather is sufficiently hazardous at or near the time he is scheduled to begin as to make it unsafe to operate a commercial vehicle on the highways.

- A driver cannot speculate unreasonably into the future regarding what the road conditions will be beyond a few hours.

- A refusal to drive due to adverse road conditions must be reasonable. The refusal should be based on the driver's personal observations, weather reports

from the radio and television, calls to the Department of Transportation or Highway Patrol, if possible, and information received from other drivers if such information is available.

- Additionally, the driver should be able to articulate for a court the precise facts that led him to believe that it would have been unsafe for him to operate a commercial vehicle on the highways.

Keep in mind this is a complicated subject. Fortunately there are some excellent sources for Teamsters to learn their rights and how to enforce them.

The STAA Handbook is the book for knowing your rights and how to enforce them under the STAA. If you're a driver and you don't have a copy, all I can say is: buy it. You can get it from TDU. You'll thank me for it.

Paul O. Taylor, an attorney with the Truckers Justice Center, has written a great article about the STAA and your rights to refuse to drive in unsafe weather. It's on the TDU website at www.tdu.org/badweather.

Teamsters who need legal advice on this issue may want to contact TDU.

We can also get you in touch with attorney Paul Taylor.

Ask The
Teamster
Troublemaker



California Brewery and Soft Drink Local 896 Members Fight Merger

Local 848 Secretary-Treasurer Jim Santangelo is pushing to absorb Local 896, the California brewery and soft drink local. But Local 896 members are fighting to keep their local proud and independent.

Local 896 Secretary-Treasurer Rene Medrano supports the merger, and he says the local will be stronger as a part of Local 848.

But members are skeptical. In 2003 and 2005, the two locals bargained together for contracts with Pepsi and Coke. In both contracts, Local 848 settled short for a weaker contract than Local 896 won.

"Local 896 has a long history of winning good contracts," said Bill Booth, a retired member of Local 896.

"Why should we merge with a local that doesn't have the same tradition of winning strong contracts in the brewing

and bottling industries?" Booth is the former chief brewing steward at the Anheuser-Busch brewery in Los Angeles.

Merger Myths

Supporters of the merger say that without the merger, Local 896 will go broke. But that isn't true.

Local 896 has assets of \$4.7 million. Local 848 has twice as many members, but only \$5.2 million in assets.

Last year, Santangelo was the seventh highest-paid Teamster official—with three salaries and a total compensation of \$309,437.

The highest paid official of Local 896, on the other hand, made total compensation of just \$103,626 in 2008.

Local 848 principal officer Jim Santangelo has a history of using intimidation to get his way in Teamster politics.

During the 2006 campaign for Teamster general president, Santangelo told one member who didn't support him: "You don't even know what I am going to do to you. I am going to f*** you up." The Teamster Election Supervisor found that Santangelo used threats of violence to silence his opponents (2006 ESD 392, Dec. 20, 2006).

"I know Jim Santangelo is willing to lie and threaten to get his way—I've experienced it firsthand myself," said Howard Palmer, a Local 848 driver at Vons. "Local 896 members should get to know the real Jim Santangelo before they give up their local."

Members Organize

Concerned members have formed the Committee to Save Local 896 to work together to stop the merger.

Members have distributed leaflets debunking myths about the merger and



In southern California, Local 896 brewery workers are speaking out against a proposed merger with Local 848.

calling for a secret ballot election if the merger goes to a vote.

The Teamster Constitution guarantees members the right to vote on a merger. It's up to the local to say how that vote will be run.

"I want the best possible outcome for the members," said Booth.

"This merger is a bad idea. But if it does go to a vote, we need to make sure that it's a totally secret ballot so that there's no intimidation and members have confidence in the outcome."

Labor Shorts

Expensive Inauguration Trips

James Hoffa sent a memo to all local unions offering their officers the opportunity to get hotel rooms for the Presidential Inauguration, at local union expense. The cost to the local union: \$3,201 per room.

Hoffa's letter states that the union will not be able to provide tickets to the Inaugural or any other events, but they still anticipate a "large demand" from locals for the rooms.

President Obama's inauguration is an historic occasion in America, and many Teamsters would love to be there. Some are going, at their own expense. But we hope that struggling local unions are not sending many officers on the union tab at this price.

Las Vegas and Buffalo Teamsters Vote for Change

Teamsters in Las Vegas and Buffalo have new officers in 2009.

In Las Vegas Local 631, members voted in a slate led by Kevin Hardison and John Phillipenas. The local represents 6,500 Teamsters at UPS and in freight, waste, convention services, and more.

Earlier this year, members in the Las Vegas convention industry blew the whistle on a scheme where the union set up a nonunion hiring hall inside the union hall.

The membership in Buffalo Local 375 voted for change in their recent election. Mike Wach, a city driver out of New Penn, and his entire slate won office. The local represents freight Teamsters, as well as over 400 ambulance drivers and EMTs at Rural/Metro. These Teamsters have been involved in a months-long contract dispute that has gone to a federal mediator.

New Law Helps Minneapolis Wastehaulers Unionize



Waste Management and Allied gave up their routes to avoid the new law.

Minnesota waste workers are using a new city law to help join our union.

Workers at Minnesota Refuse Inc. have been nonunion for years. Now they'll get a chance to join the Teamsters without the threats and intimidation most workers face from their boss when they try to organize.

MRI is a consortium of private waste companies that haul the trash for 52,000 Minneapolis households.

In 2007, Minneapolis passed a "labor

peace" ordinance that requires some city contractors to remain neutral when their workers try to unionize.

The law also requires the company to recognize a union after a majority of their workers sign cards saying they want union representation—that's similar to how the proposed Employee Free Choice Act work (read more on page 9).

When MRI's contract with the city was up in December, the city insisted that the company agree to labor peace.

There is a compromise, though. The Teamsters had to agree to no strikes or picketing for the life of MRI's five-year contract with the city.

Waste Management and Allied Waste—two major Teamster employers—refused to agree to the labor peace rule and quit MRI.

Now the other companies will take over their routes—and wastehaul workers will get the opportunity to join our union in peace.

GCC/IBT Local 4-N Pressmen Petition for Action:

Manpower Inc. to Take Teamster Jobs

Teamster pressmen are raising the alarm about a plan to outsource good union jobs at the *San Francisco Chronicle*.

In 2006, the *Chronicle* signed a 15-year, \$1 billion deal to out source printing of their newspaper to Transcontinental, a large Canadian printer.

On July 1, the *Chronicle* will stop production at its San Francisco and Union City printing facilities. More than 200 Teamsters, members of GCC Local 4-N, will lose their jobs. Local 4-N is part of District Council 2 of the Teamsters Graphic Communications Conference.

Transcontinental will move production to a new printing facility in Fremont, Calif. The new pressroom will be nonunion.

Teamsters who want to move to the new facility can't apply directly with Transcontinental—they've outsourced hiring to Manpower, Inc., the temporary agency and union-buster.

"I know of at least ten other pressmen who went for a group interview," said Local 4-N member Tom Wibberley.

"Only two people got called back for a second interview. It seems pretty clear to

me that Transcontinental and Manpower are trying to weed out potential union supporters."

According to union reports, Transcontinental will pay new hires between \$15 and \$18 an hour. Senior pressmen at the *Chronicle* make between \$28 and \$31 an hour right now.

The Transcontinental facility will employ about 300 workers, and the company is already angling for other printing business in the Bay Area.

The new facility could print and deliver papers for morning delivery up to 100 miles away. That means pressmen are at risk as far away as Sacramento, Modesto, and Santa Rosa.

Petitioning for Action

"The *Chronicle* wants to replace good jobs that help our community with throw-away jobs," Wibberley said. "They're out to bust our union. But they won't get away with it without a fight."

Don't Let the Chronicle Throw Away Our Jobs

"The *Chronicle* wants to replace good union jobs that help our community with throwaway jobs.

"They're out to bust our union. But they won't get away with it without a fight."

**Tom Wibberley, GCC Local 4-N
*San Francisco Chronicle***



In December, a majority of Local 4-N members signed a petition that was sent to leaders of the GCC and the International Union, demanding action to push for card check neutrality at the new plant, and to help displaced Teamsters get new jobs at the facility.

GCC President George Tedeschi responded to the petition and promised his support to the pressmen.

The GCC already has one good example of what can be done: Quebecor, another Canadian printing company that tried to run nonunion in the U.S.

The GCC launched a massive corpo-

rate campaign. They leafleted the printers' customers like Ikea and Victoria's Secret.

The union and Jobs with Justice held a Workers' Rights Board hearing that brought together community leaders and workers to expose conditions at the nonunion plants, and then took a delegation of workers and community supporters to Quebecor's headquarters.

The GCC campaign at Quebecor won card-check neutrality, and now many Quebecor workers are Teamsters. It's time for our union to put that same strategy to work at Transcontinental.

Star Tribune Pushes for Deep Cuts

Teamsters are joining forces with other union members to oppose cuts as the paper's owner threatens bankruptcy.

As *Convoy* goes to press, unions at the *Minneapolis Star Tribune* have been given the royal brush-off by the company.

The company is refusing to negotiate seriously with the unions, setting the stage for Avista, the newspaper owner, to file for bankruptcy.

Demands Avista made were so draconian, it was a virtual certainty the union bargaining committees would be obligated to reject them. The newspaper is making profits, but Avista says it cannot take in enough revenue to make payments on money it borrowed to buy the paper in 2007.

The proposals are so outrageous, members feel they stand a better chance bargaining after bankruptcy is filed.

Bargaining committee members from several unions indicated it appeared the company was not serious about reaching an agreement with the unions, but was going through the motions in an attempt to persuade a bankruptcy judge that it tried to reach an agreement.

Union members know better. Here are details of the proposed cuts:

• **Teamster pressmen:** Avista proposed 13 percent wage cuts. Pressmen health

benefits, which are 80 percent company-paid, 20 percent member-paid, would have dropped to nearly a 50/50 split. The company also wanted to cut the pressmen's work force by 16 members to 76.

• **Teamster mailers:** Pay would have been cut to nonunion levels, from \$25 to \$15 an hour. Many members call it an outrage.

• **Newspaper Guild:** Avista wanted to eliminate overtime pay to assistant city editors. By eliminating overtime, it would make it easier for Avista to argue to the National Labor Relations Board that they are supervisors who don't belong in the union.

• **Teamster drivers:** Annual pay would be cut 32 percent, from \$53,700 to \$36,500. "You can't expect working families to live on such a drastic cut in income," said 30-year Teamster Rick Sather. The company also wants a huge reduction in full-time drivers. "It breaks the union when those jobs are replaced by \$13-an-hour, part-time workers who get no benefits," Sather said.

• **Electricians, Machinists, SEIU custodians:** The company also sought major

concessions from these unions.

"It shows the company sees its workers as more of a liability than an asset," said Doug Rzeszutek, a 30-year pressman. "I'd like to see every union come together to support union and nonunion employees and reach out to the general public for support."

Making Profits

Said Greg Kujawa, a 30-year Teamster driver, "What they are asking for is unconscionable. Avista does not care about the worker, the worker's family or the community the family lives in. They are making profits of nine or ten percent from what I understand. They want the workers to pick up the tab on their bad investment decisions."

"We all realize the company is in trouble, but they don't give us a reason to vote for this thing," said Bradley Hassel, a 36-year pressman, referring to Avista's demands.

"I think it is outrageous that the company is asking that I give up a third of my vacation time and that my medical insurance would be severely cut," added Steve Pietrzak, a 42-year pressman.

"I'd like to encourage retirees from all the unions to step up and help their brothers and sisters who are still working," said recent pressman retiree Dan Ganley. "The company is trying to destabilize the



Avista bought the Star Tribune in 2007 but now says it can't pay its debts.

unions with unilateral, unnecessary demands."

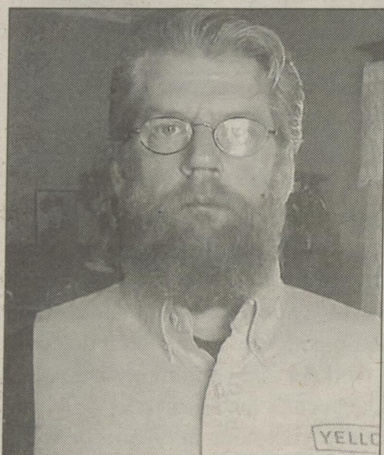
"Not only are all the union bargaining committees hanging together and not caving in to the company's concessions, the members are also standing strong against the concessions," said Sather. Some 400 "no concessions" buttons and stickers have been distributed.

Members are ready if the company files for bankruptcy. "We believe there is a lot of community support out there, a lot of labor support in the Twin Cities and we'll need to harness it, working with all the unions at the paper to stand up for our rights," said Chris Serres, a Guild member and reporter at the *Star Tribune*.

Do Your Part and Make a Difference in 2009

Teamsters Uniting to Turn Our Union Around

Time to Get Organized in Freight



"Freight Teamsters have seen nothing but decline in our wages and working conditions over the past 25 years. 2009 could mean more of the same if we don't turn this union around.

"Let's use this crisis as an opportunity to fight for what we deserve. It's time to stop belly aching and get organized. Call TDU and set up a meeting in your area. That's what I plan to do."

**Frank Rogers, Yellow Roadway
Local 41, Kansas City**

We're Turning Our Local Around



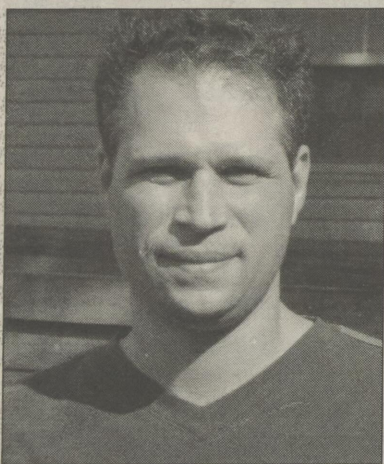
"We used to have officials who kept us in the dark. Now our members are out on the front lines, taking on management and winning stronger contracts.

"I'm proud to be getting involved in turning my local around. Our members have made enormous progress in the last year.

"TDU can give you the tools to turn around your local too—get involved."

**Katherine DeSantiago, RotaDyne
Local 743, Chicago**

Organizing to Beat Pension Cuts



"My local union is dealing with a serious crisis. Our pensions are frozen. Our officials are missing in action. And members feel forgotten.

"Last year another TDU member asked me to get involved in turning my local around. I found out that TDU is a great source of information and education. TDU members helped me learn what's going on in our union—and how we can enforce our contract and fight for new pension rights.

"We're making that happen here."

**Norman Garbarino, UPS
Local 355, Baltimore**

Are you concerned about the direction our union is headed in 2009? You're not alone.

Teamsters across our union are concerned and angry about pension cuts, givebacks, and Teamster leaders who are missing in action.

Let's make 2009 our year to set our union on a positive course. You can help. Here's how:

✓ **Join Teamsters for a Democratic Union.** We're a grassroots group made up of members like you. Send in the form below today and become a part of our movement.

✓ **Get the word out.** *Convoy* can help you keep members informed about what's going on in our union. Call TDU to get a bundle of each issue: (313) 842-2600.

✓ **Set up a TDU meeting.** Get together with a TDU organizer and members in your area to talk about what we can do strengthen our union. Contact TDU to set up a meeting.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ ZIP _____

Phone _____ Company _____

E-mail _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

Other _____

___ \$40 one-year membership & subscription to *Convoy Dispatch*

___ \$95 three-year membership fee

___ \$25 for spouses, and Teamsters who gross less than \$22,000 a year

___ \$25 for retirees. Retired from Local _____

☐ Check or money order

MC/Visa/AmEx/Discover # _____ Exp. Date _____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers.